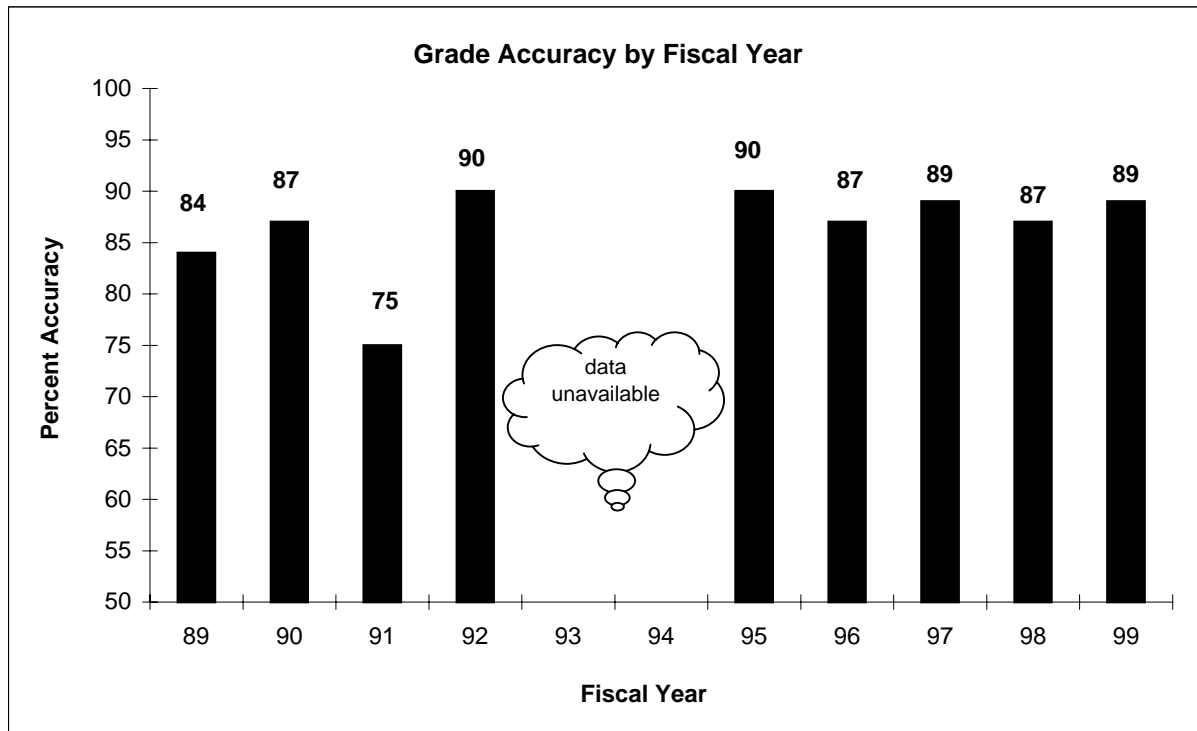


3-1. Grade Accuracy

Objective: Not Less than 90% Accuracy

Assessment: Not Met



Source: USACPEA survey reports

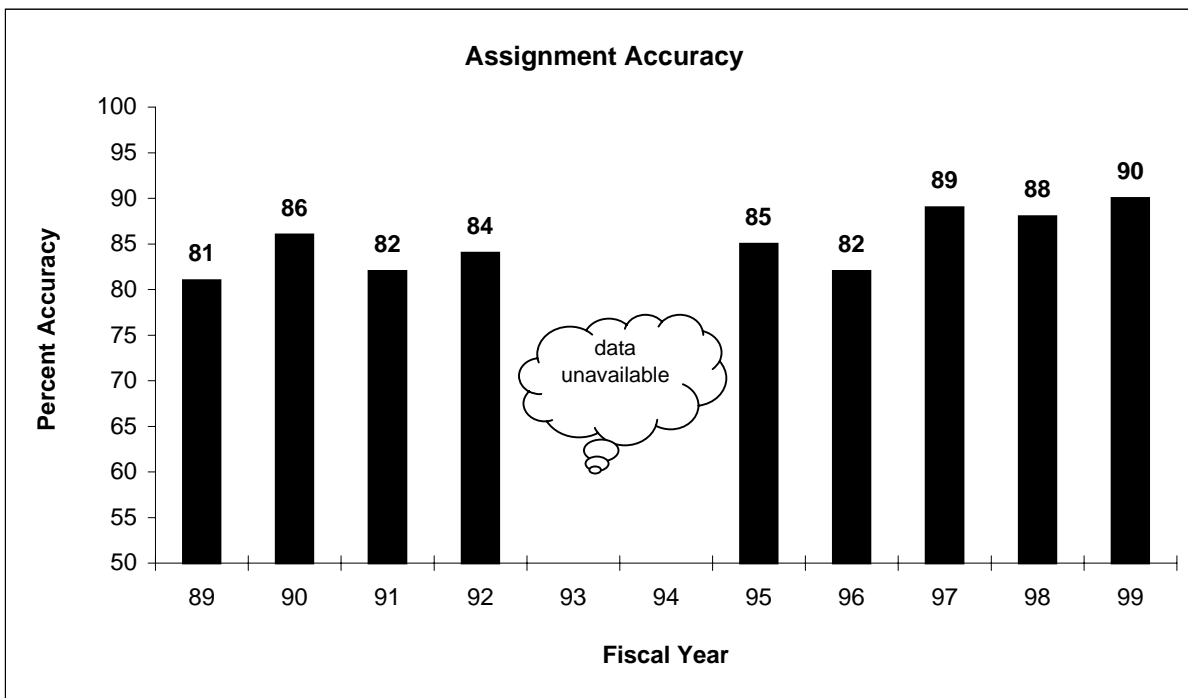
Analysis:

- Army did not meet its objective of 90% accuracy. Note that the FY99 sample is smaller than in other years and represents only four sites. Two of the four individual sites surveyed met the objective.
- Of the inaccurately graded positions, 85% were graded too high.
- See page iii for a discussion of sampling, an explanation of FY93-94 missing data and the small FY99 sample. See Appendix, p. A16, for individual on-site review information.
- Grade accuracy is determined by the percentage of positions found to be correctly graded in accordance with OPM classification standards.

3-2. Assignment Accuracy

Objective: Not Less than 90% Accuracy

Assessment: Met



Source: USACPEA survey reports

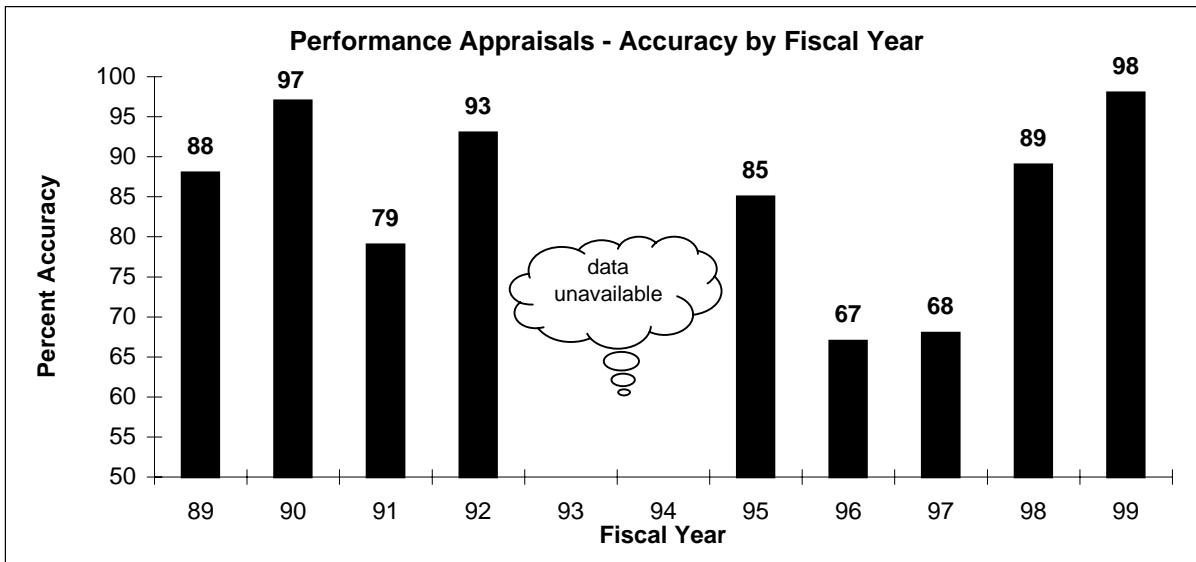
Analysis:

- Army met its goal of 90% accuracy. Note that the FY99 sample is smaller than in other years and represents only four sites. Two of the four individual sites surveyed met the objective.
- See page iii for a discussion of sampling, an explanation of FY93-94 missing data, and the small FY99 sample. See Appendix, p. A17, for individual on-site review information.
- Sixty-four percent of the misassignments resulted in grade errors.
- Assignment accuracy is determined by the percent of position descriptions that accurately report the major duties being performed by the incumbent. Inaccuracies could include major duties in the official job description that are not being performed, as well as major duties being performed that are not reflected in the official job description.

3-3. Performance Appraisals - Regulatory and Procedural Compliance

Objective: Not Less than 90% Accuracy

Assessment: Met



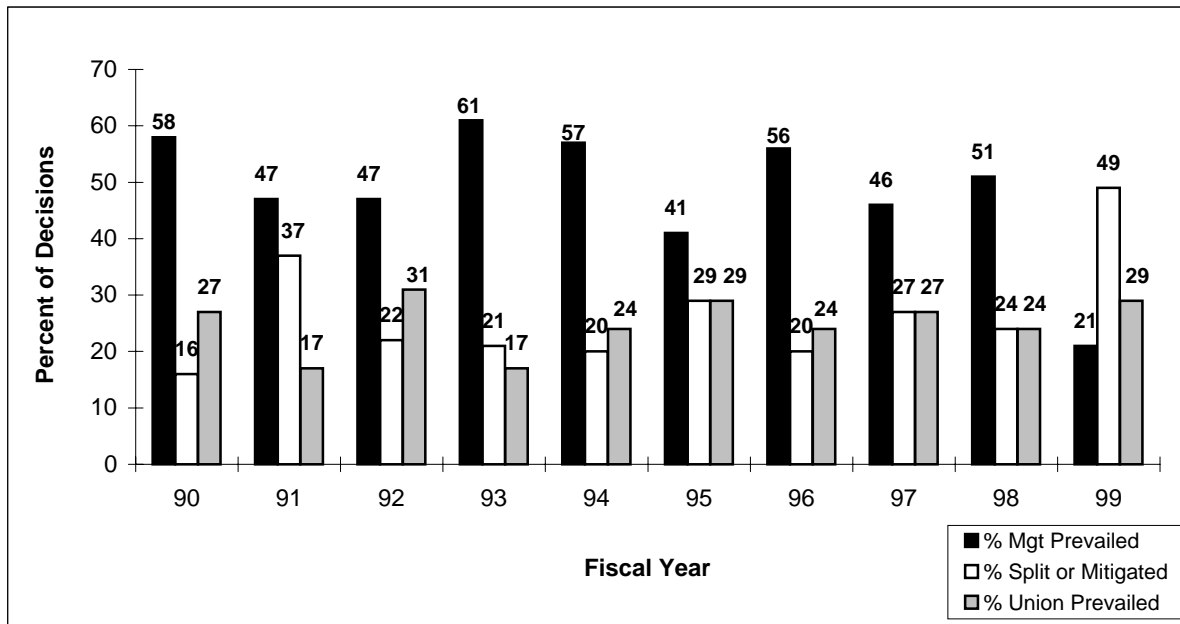
Source: USACPEA survey reports

Analysis:

- This chart shows compliance for two different performance appraisal systems - the Performance Management and Recognition System (PMRS; FY89-92 data) and the Total Army Performance Evaluation System (TAPES; FY95-99 data).
- Army met its goal of 90% accuracy. Note that the FY99 sample is smaller than in other years and represents only four sites. All four individual sites surveyed met the objective.
- USACPEA attributes this positive finding to increased management emphasis on the appraisal process and more experience with the TAPES system.
- See page iii for a discussion of sampling, an explanation of FY93-94 missing data, and the small FY99 sample. See Appendix, p. A18, for individual on-site review information.
- The FY98-99 performance appraisal compliance rate for TAPES is based on (1) appropriate completion of counseling checklist/support form, (2) rating of individual objectives, (3) documentation of initial and mid-point counseling, (4) rating period of at least 120 days, (5) signed by rater and senior rater, (6) proper summary rating of record, and (7) inclusion of EEO/Affirmative Action and Supervision/Leadership objectives on superior rating forms. Earlier TAPES had an additional compliance factor - a senior rater profile. The performance appraisal compliance rate for PMRS is based on (1) performance standard development and certification at the beginning of a rating period, (2) use of the standards in the appraisal process, and (3) the processes and certification employed in assigning the rating at the end of a rating period.

3-4. Arbitration Decisions - Percent Won, Lost, Split

Objective: None Established



Source: Field data submitted for Annual Civilian Personnel Management Statistical Reporting Requirements

Number of Decisions

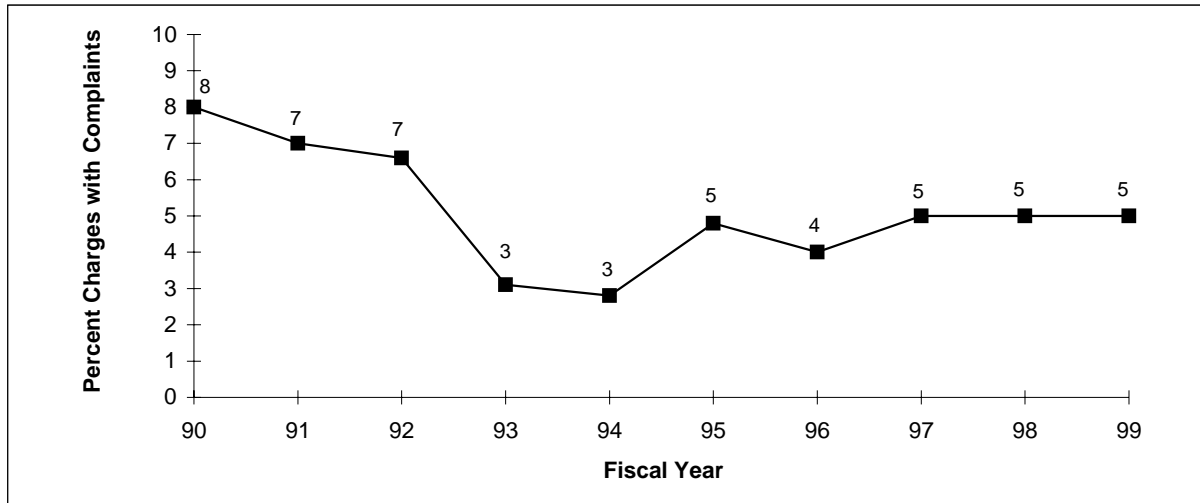
Fiscal Year	90	91	92	93	94	95	96	97	98	99
Management Prevailed	130	83	83	81	60	38	37	36	19	12
Split or Mitigated	36	65	38	28	21	27	13	21	9	27
Union Prevailed	60	30	55	23	25	27	16	21	9	16

Analysis:

- Between FY90-98, approximately half the decisions favored management, one quarter favored the union and one quarter were split or mitigated.
- For FY99, half of the decisions were split or mitigated, approximately one quarter favored management and one quarter favored the union. The unusually high number of split or mitigated decisions occurred mostly at three organizations: 14 at the USACE's South Pacific Division, 6 at AMC's Watervliet Arsenal, and 3 at AMC's TACOM.
- See Appendix, p. A19, for FY99 MACOM data.

3-5. Unfair Labor Practice - Percent of ULP Charges for Which Complaints are Issued by General Counsel, Federal Labor Relations Authority

Objective: None Established



Source: Field data submitted for Annual Civilian Personnel Management Statistical Reporting Requirements

Fiscal Year	90	91	92	93	94	95	96	97	98	99
ULP Charges	1047	1207	1347	972	679	607	530	381	759	433
Complaints Issued	84	84	89	30	19	29	23	18	41	22

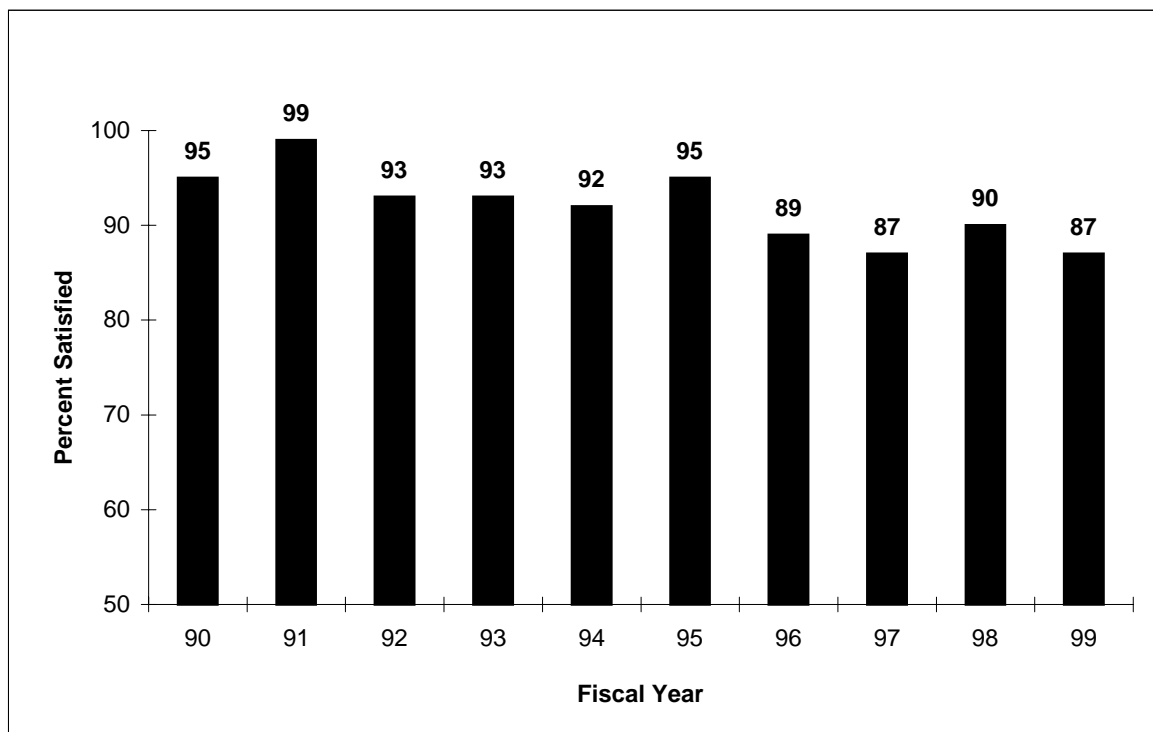
Analysis:

- For FY99, the percent of ULP charges filed by unions, for which complaints were issued by the FLRA, is consistent with the past four years. The number of charges filed and complaints issued in FY99 are down, following a rise in FY98.
- See Appendix, p. A20, for FY99 MACOM data.

3-6. Classification Appeals - Percent Army Sustained

Objective: Not less than 90% OSD and OPM Sustainment

Assessment: Not Met



Source: HQDA (SAMR-CPP)

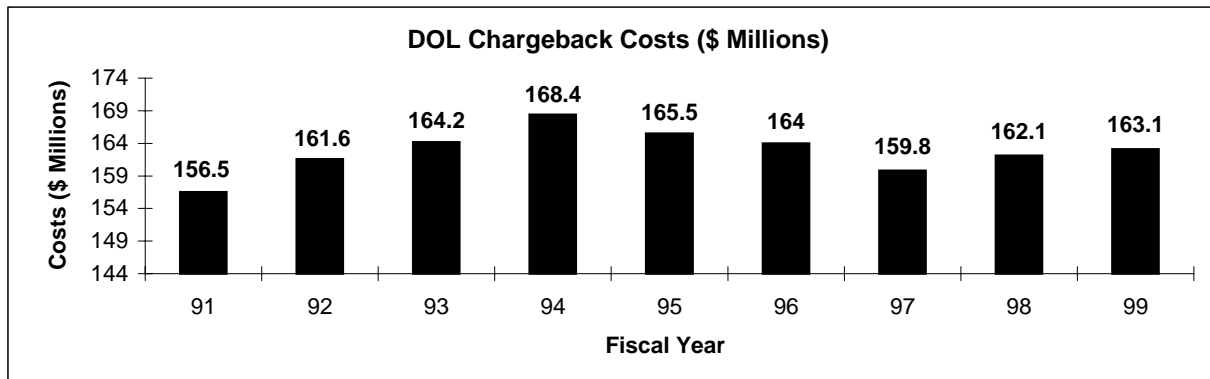
Fiscal Year	90	91	92	93	94	95	96	97	98	99
Total Appeals	38	135	134	140	144	129	91	68	110	39
Sustained	36	133	124	130	133	122	81	59	99	34

Analysis:

- Army did not meet its objective of not less than 90% OSD and OPM sustainment.
- The number of appeals filed decreased dramatically in FY99. With such a small number, an increase of one sustained action would have changed the result to 90%.

3-7. Federal Employees Compensation Act (FECA) Benefits

Objective: None Established



Source: Dept. of Labor (DOL) annual Chargeback Bills.

Analysis:

- FY99 DOL chargeback costs (workers' compensation) increased slightly from FY98 costs, but were still significantly lower than the FY94 peak. These figures have not been adjusted to account for inflation (i.e., medical inflation and periodic cost-of-living increases). In FY91 dollars, current costs would be much lower.
- Chargeback costs are total fatal, non-fatal, medical and rehabilitation costs.
- See Appendix, p. A21, for MACOM data.

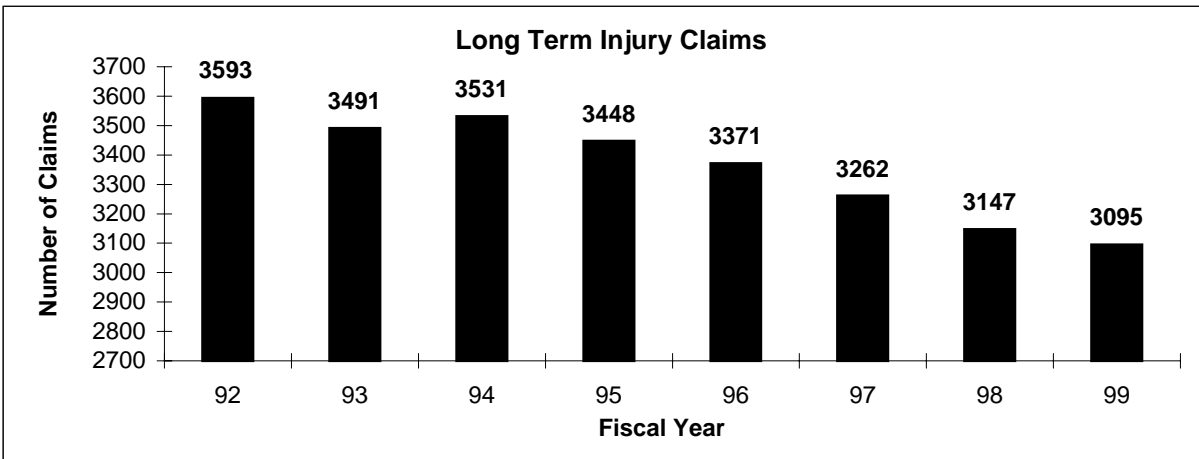
Lost-Time Injury Rate (per 1000 Employees)									
Command	Fiscal Year								
	91	92	93	94	95	96	97	98	99
AMC	21.4	24.3	24.5	26.8	23.8	21.3	19.2	20.8	17.5
FORSCOM	41.5	41.3	44.4	39.1	38.4	37.7	36.7	30.7	46.0
TRADOC	26.4	22.5	29.1	30.1	27.6	29.3	25.9	31.1	31.1
USACE	18.1	15.2	18.2	19.7	17.6	13.7	14.3	13.8	12.2
NGB	32.1	35.5	37.3	37.9	36.3	33.3	32.5	31.5	30.2
OTHER	NA	NA	NA	NA	NA	18.5	21.5	21.2	9.6

U.S. Army Safety Center.

Analysis:

- Army-wide totals are not presented because data on "Other" Commands are not available for all years.
- The injury rate peaked during FY93-94 and then declined. FY99 shows the lowest injury rate for each MACOM except FORSCOM and TRADOC.
- Injury rate is the number of lost time injuries per 1000 Army civilians.

3-7. Federal Employees Compensation Act (FECA) Benefits (Cont.)



Civilian Resource Conservation Information System.

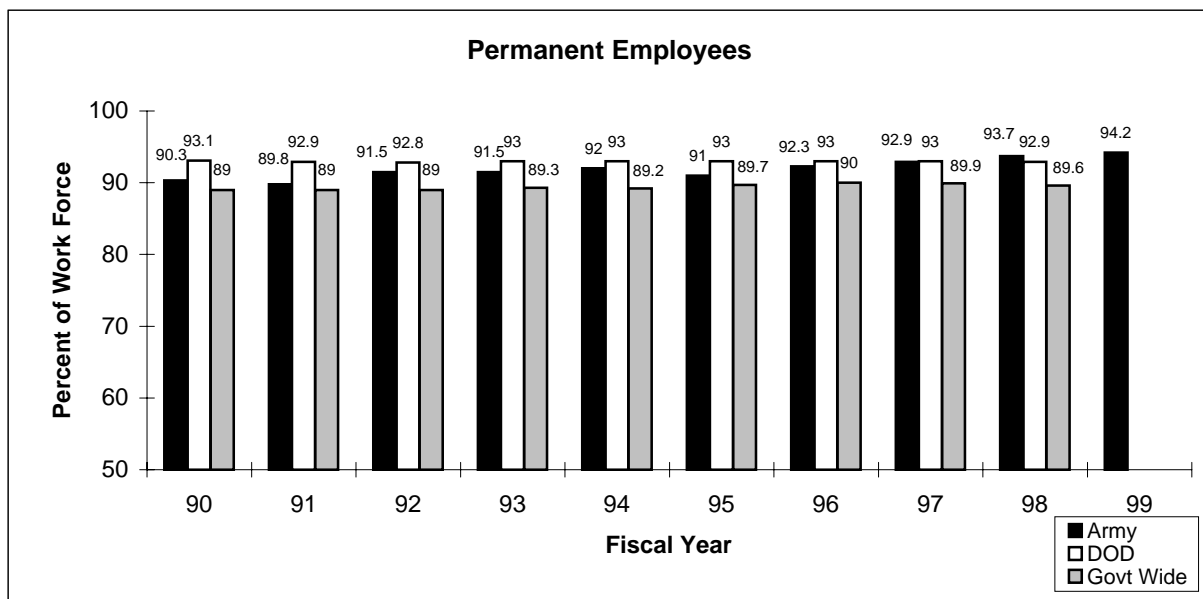
Analysis:

- The number of long term injury claims continues to decline. The decline is attributed to quality safety programs and reductions in the civilian work force. Downsizing has had an adverse impact on reemployment of long term cases because there are fewer jobs.
- Long-term injury claims exclude death and permanently disabled cases. Data prior to FY92 are not reported because they are not based on the same definition (i.e., death and permanent disability cases were included).
- See Appendix, p. A21, for MACOM data.

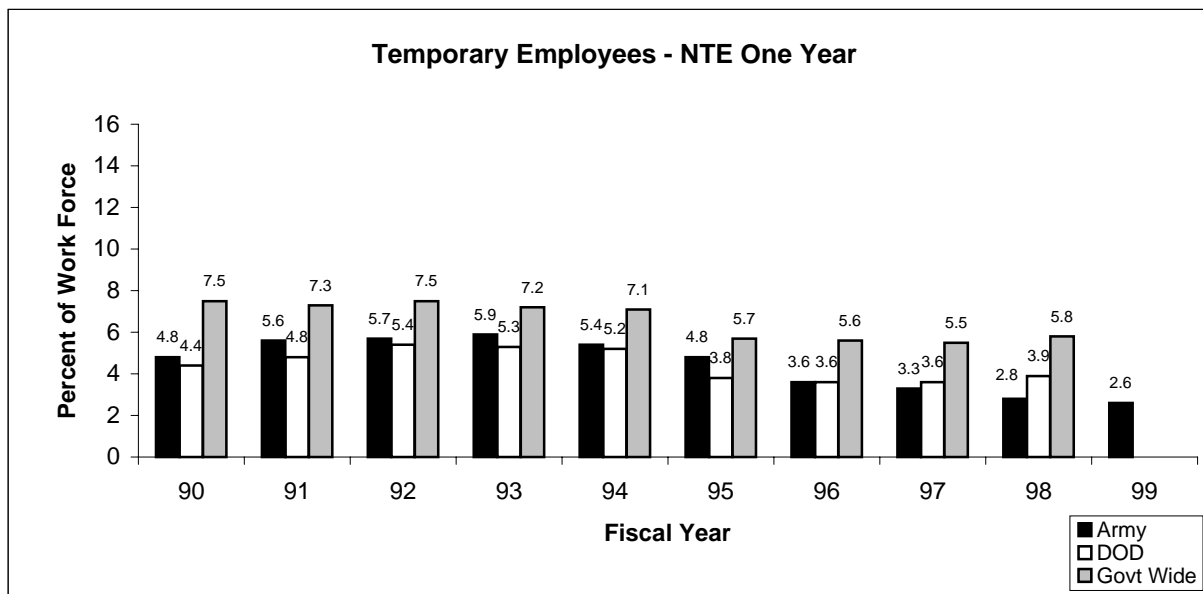
Note: Data on a fourth FECA indicator, Continuation of Pay (COP) Days, were not available from DFAS.

3-8. Employee Tenure - Permanent vs. Non-Permanent

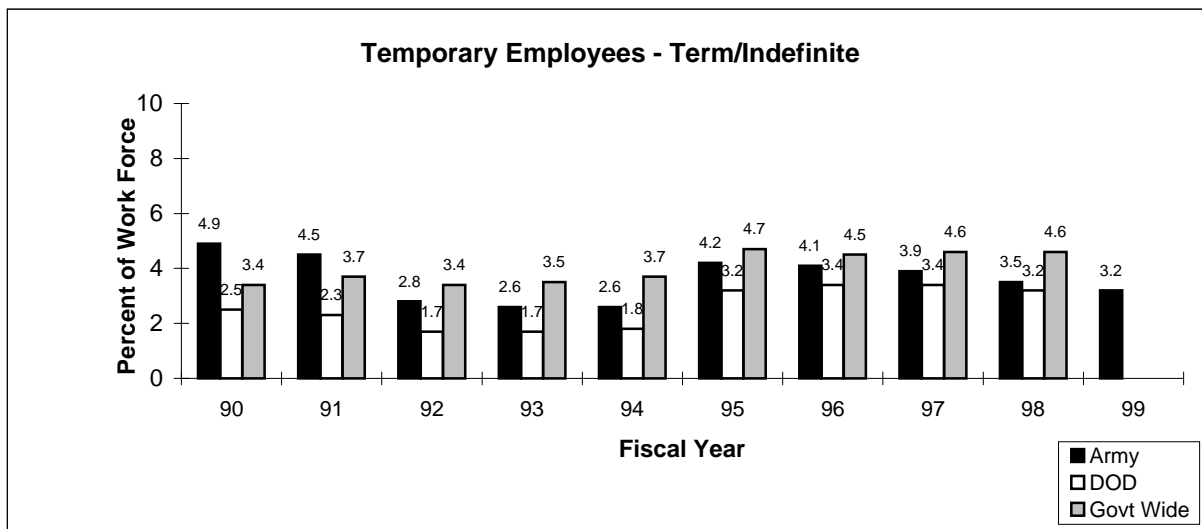
Objective: None Established



Source: OPM except for FY99 Army data which are from the HQDA Workforce Analysis Support System (WASS).



3-8. Employee Tenure - Permanent vs. Non-Permanent (Cont.)



Analysis:

- Since FY90, Army's percentage of Permanent employees increased by 3.9 points (from 90.3% in FY90 to 94.2% in FY99) while the percentage of each type of Temporary employee decreased.
- Since FY90, DOD's percentage of Permanent employees remained constant. DOD showed a slight decrease in the percentage of Temporary Employees-NTE One Year and a corresponding increase in the percentage of Temporary Employees-Term/Indefinite.
- Since FY90, the Govt-wide percentage of Permanent employees increased slightly (from 89% in FY90 to 89.6% in FY98). The percentage of Temporary Employees-Term/Indefinite also increased slightly (from 3.4% in FY90 to 4.6% in FY98). The percentage of Temporary Employees-NTE One Year decreased (from 7.6% to 5.8%).
- In FY98, Army and DOD were similar in terms of employee tenure. However, they both employed a higher percentage of permanent employees than did the Federal Government.
- FY99 DOD and Government-wide data were not available at the time of publication.
- See Appendix, pp. A22-23, for raw data, MACOM data, and explanation of the terms "Army," "DOD," and Govt Wide."

3-9. Accuracy of MACOM and Career Program Budget Estimates for ACTEDS Intern Funds

Objective: Execute at Least 98% of Obligation Plan

Assessment: Not Met by Most Organizations

FY99 Percent Executed - Dollars and Workyears

CMD CODE	MACOM	EXECUTION	
		Dollars	Workyears
AS	INSCOM	105%	94%
CB	CIDC	87%	94%
CE	USACE	101%	91%
E1	USAREUR	100%	90%
FC	FORSCOM	90%	89%
MA	MILITARY ACADEMY	100%	100%
MC	MEDCOM	82%	114%
MP	PERSCOM	103%	109%
MT	MTMC	103%	102%
MW	MDW	120%	96%
P1	USARPAC	98%	98%
P8	EUSA	0%	0%
RC	USAREC	106%	100%
SC	SMDC	104%	100%
SP	USASOC	68%	84%
TC	TRADOC	98%	101%
X1	AMC	84%	97%
	USAFMSA	107%	99%
	HQDA	88%	90%
	SAFETY CENTER	102%	94%
	ARPERSCOM	96%	100%
	FCR TRANSPORTATION	87%	107%
	FCR CIVILIAN PERSONNEL	108%	98%
	FCR LOGISTICS	106%	91%
ARMY WIDE		94%	95%

Source: ASA(M&RA), Central Programs Operations Division, ACTEDS Management Branch (SFCP-COA)

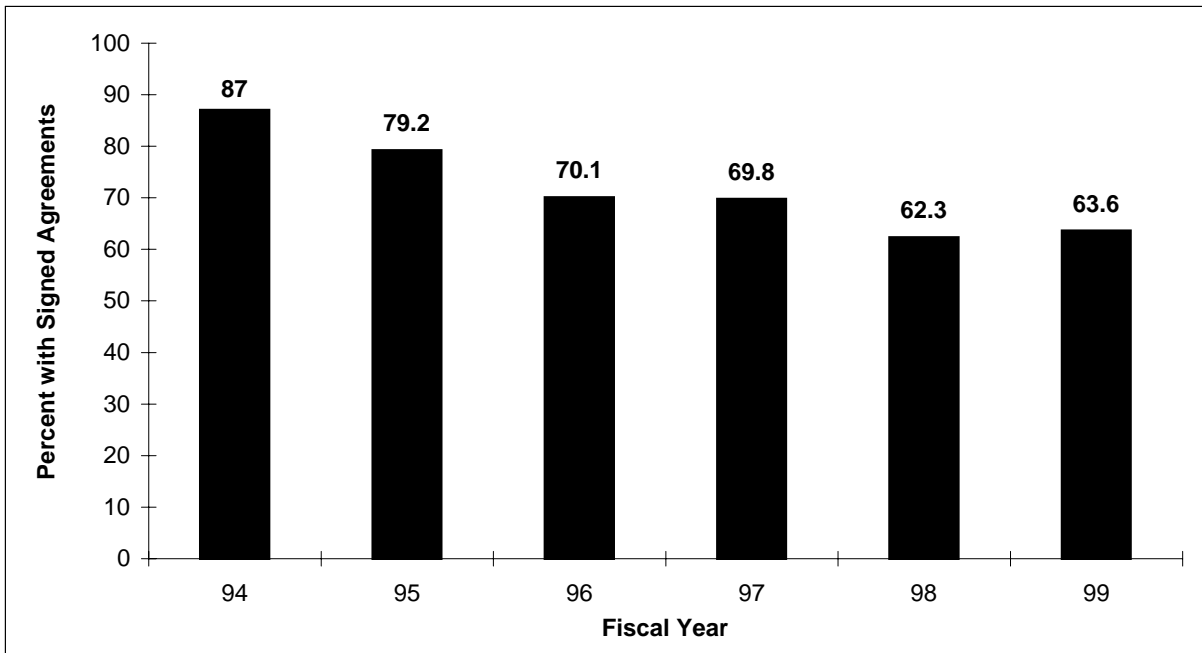
Analysis:

- Accuracy of budget estimates was not good, with only nine of the 24 recipients of FY99 funds meeting the objective for both dollars and workyears. However, 18 of the 24 met the objective for one of the two measures and Army's averages are higher than they were last year.
- In FY99 Army executed 99% of both its allocated intern dollars and distributed workyears. These percents are higher than those shown above because Army's allocation was below its estimate.
- Only those MACOMs, IRAs, and Career Programs receiving ACTEDS funds in FY99 are listed. Bolded number indicates that the objective was met. See Appendix, pp. A24-25, for FY99 raw data and FY95-99 percentages.

3-10. Percent of Pre-Identified Emergency Essential Employees with Signed Agreements

Objective: 100% with Signed Agreements

Assessment: Not Met



Source: HQ ACPERS

Analysis:

- Army did not meet its objective. The major problem lies with "alternate emergency essential employees, agreement not signed" in MEDCOM.
- The population for the above analysis included employees coded as emergency essential (EE) who were also coded as being in EE positions. This population, which required "hits" on both employee and position codes, was considered more "conservative" than one based solely on the employee code. With rare exceptions, all EE employees should be in EE positions. However, in FY99, 699 of 1111 EE employees (63%) were in positions not coded as being EE. Army has two errors to be concerned about - the improper coding of EE positions and the failure to have signed agreements for all EE employees.
- See Appendix, p. A26, for raw data, MACOM data, and the computer codes used.
- Data prior to FY94 are not presented because the EE position codes needed for this analysis did not appear in earlier years.